

Please make this Newsletter available for all
CUPE Local40 members



APRIL 2024

<http://40.cupe.ca>

#105-811 Manning Road, NE
Calgary, Alberta T2E 7L4
Phone: 403-235-0530
Fax: 403-248-6714
Email: cupe40@telus.net



IMPORTANT

Become a **CARD-CARRYING** member
In **GOOD STANDING!**

Contact CUPE Local 40



Workers'
Day of
Mourning
April 28

CUPE



CUPE 40

General Membership Meeting



In-person Meeting

Time: 9:00 AM

Saturday - April 6, 2024

Local 40 office:

#105-811 Manning Road, NE T2E 7L4



Please don't forget to bring your **Pink** CUPE Membership Card .



**You Must Be a Card Carrying Member
In Good Standing**

PENSION



Contact Us

For All Inquiries Related to Your LAPP Membership or Pension:

Phone: 1-877-649-5277

Fax: 780-421-1652

Member Services Centre Hours of Operation (MST)

Mon — Fri (except Thurs): 8:15 a.m. to 4:00 p.m.

Thurs: 9:30 a.m. to 4:00 p.m.

Secure Messages: Ask questions, request information, and submit documents related to your personal pension file using Secure Messages in [Your Pension Profile](#).

General Inquiry E-mail: memberservices@lapp.ca

This email address is for *general* inquiries only. Please use Secure Messages for all personal inquiries and requests for information.

In Person

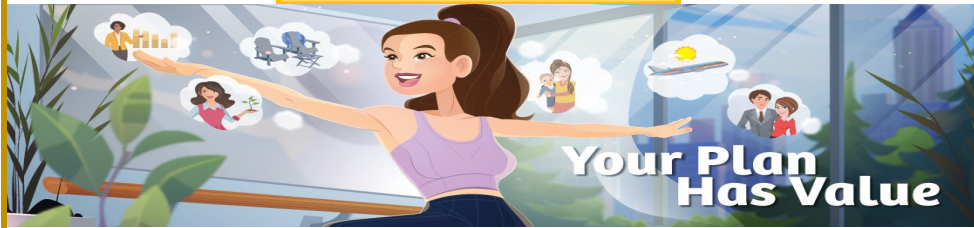
If you would like to make an in-person appointment, please call us or book an appointment via Your Pension Profile.

LAPP pension benefits are administered by Alberta Pensions Services Corporation (APS) which provides member services on behalf of the Plan.

Mail:

LAPP c/o Alberta Pensions Services Corporation
5103 Windermere Boulevard SW
Edmonton, AB T6W 0S9

PENSION



Your Plan has Value

LAPP is the not-for-profit pension plan dedicated to helping all Albertans retire with dignity.

At a time when the majority of Canadians do not have access to any workplace pension, your LAPP pension comes with the peace of mind knowing it guarantees a secure income that will last throughout your entire retirement.

At LAPP we talk a lot about the value of your Plan because we believe it's the best kind of pension available today. We want you to know why that is and to help you understand its value well enough to explain it to others.

So how does your Plan have value? Here are the ways you're *Always a LAPP Ahead:*

1. Your LAPP pension is for life;
2. Your LAPP pension is predictable;
3. Your employer **contributes** 1% more than you;
4. Your pension grows each year to help protect against inflation;
5. You can choose to retire early; and
6. Your pension is stable and secure.

Read more about these six core values in the following pages to gain a better understanding of how your pension will help support you in retirement. You'll learn what we believe makes a **Defined Benefit (DB) pension plan** better than any other kinds of retirement savings models. It will help give you peace of mind and set you off on your own path to **planning the retirement you want.**



PRESIDENT'S REPORT

Dear Brothers, Sisters and Friends

Thank you to everyone who made it out for the 100 Year Gala, what a fantastic turnout and a very special night! Heather and the Women's Committee, along with everyone who volunteered their time, put on an event that was worthy of 100 Years! Come out to the April 6th GMM to see the plaque that was presented to Local 40 from CUPE National.

At the next GMM we will be electing our new Bargaining Committee, delegates for the Alberta Federation of Labour's Midterm Forum and delegates for the Alberta Education Employees Committee's Mini-Conference that will focus on bargaining and getting us all living wages!

At the 74th Annual CUPE Alberta Division Convention many resolutions were passed to support and empower Education Support Workers, the commitment from Alberta Workers going into the next round of bargaining is very exciting. I was also elected to the position of Secretary-Treasurer for CUPE Alberta, I will use this position on the executive board to promote Worker Solidarity and bring a voice for Education Support Workers.

You are the Union and we will win the fight to secure living wages for everyone!

In Solidarity,

Clay Gordon



EQUALITY STATEMENT

Union solidarity is based on the principle that union members are equal and deserve mutual respect at all levels. Any behaviour that creates conflict prevents us from working together to strengthen our union.

As unionists, mutual respect, cooperation and understanding are our goals. We should neither condone nor tolerate behaviour that undermines the dignity or self-esteem of any individual or creates an intimidating, hostile or offensive environment.

Discriminatory speech or conduct which is racist, sexist, transphobic or homophobic hurts and thereby divides us. So too, does discrimination on the basis of ability, age, class, religion, language and ethnic origin.

Sometimes discrimination takes the form of harassment. Harassment means using real or perceived power to abuse, devalue or humiliate. Harassment should not be treated as a joke. The uneasiness and resentment that it creates are not feelings that help us grow as a union.

Discrimination and harassment focus on characteristics that make us different; and they reduce our capacity to work together on shared concerns such as decent wages, safe working conditions, and justice in the workplace, society and in our union.

CUPE's policies and practices must reflect our commitment to equality. Members, staff and elected officers must be mindful that all persons deserve dignity, equality and respect.


MARK HANCOCK
National President


CANDACE RENNICK
National Secretary-Treasurer

Health & Safety Safe Workplace

[You have the legal right to a healthy and safe workplace.](#)

Albert-p

Section 31 of Alberta's Occupational Health and Safety Act protects a worker's right to refuse unsafe work. The law states the workers may refuse work if they believe that worksite conditions are dangerous or that the work constitutes a danger to the worker's health and safety (or to the health and safety of another worker or person).

Here's how you can refuse unsafe work:

1. Notify your employer or supervisor at the worksite that you are refusing work because you don't think it is safe and state your reason for refusal.
2. If the employer does not remedy the dangerous condition immediately, the employer shall immediately inspect the dangerous condition with the worker and with a member of the health and safety committee or health and safety representative. There must be a written record of your notification, the investigation and action taken. A copy of the report must be provided to you and the committee member or representative.
3. If, in your opinion, a danger still exists, you can file a complaint with a government occupational health and safety officer.
4. The officer shall investigate the complaint and decide whether there is a dangerous condition. A copy of the report must be provided to you and the committee member or representative.
5. If you are not satisfied with the officer's report and recommendations, you must legally return to work, but may appeal the report within 30 days.

<https://www.alberta.ca/refuse-dangerous-work.aspx>



Never Work for FREE!

Outside of Work hours you should NOT be at Work!

President

Clay Gordon	C.U.P.E. Local 40	403-235-0530 - Office
cupe40president@gmail.com		403-650-0795 - Cell

Vice President

Ferdinand Flores	Acadia	403-926-2122 - Cell
cupevp40@gmail.com		

Secretary Treasurer

Danielle Williamson	Lester B Pearson	403-401-8626 - Cell
cupe40treasurer@gmail.com		

Recording Secretary

Grace Dizon	Centennial	403-926-4441 - Cell
recordlocal40@gmail.com		

Chief Shop Steward

AJ Pointmeier	Welding Dept.	587-891-6913 - Cell
cupe40chief@gmail.com		

Caretaking Rep

Joy Malones	Saddle Ridge	403-383-3448 - Cell
carelocal40@gmail.com		

Cleaner 1 Rep

Joel Gatus	Chaparral	403-708-8859 - Cell
cupe40cleanrep@gmail.com		

Highfield Rep

Jeff Heeg	Trainer/Highfield	403-903-6427 - Cell
cupe40highfield@gmail.com		

Sgt-at-Arms

Dave Manser	Warehouse	403-470-8942 - Cell
cupe40sgt@gmail.com		

Effective: February 27, 2024

If you have any health and safety concerns please contact:

CUPE Joint Health & Safety Committee (JHSC)

Heather Murtagh / (403-669-0383) hmmurtagh001@gmail.com
 Noe Dizon / (403-918-6425) noeadizon@gmail.com

Joint Worksite Health & Safety Committee (JWHSC)

Clay Gordon / (403-650-0795) cupe40president@gmail.com
 Abbie Mitchell / (403-970-9447) abbiecupe40@gmail.com
 May Reynaldo / (403-458-2975) may.reynaldo@gmail.com

Collective Agreement Review

THE CALGARY BOARD OF EDUCATION & CUPE LOCAL 40

New & Changes in Collective Agreement

The effective date of provisions shall be the first of the month following ratification (March 1, 2024)

Article 10 - SALARIES

10.06 Upon successfully completing a Fifth Class Engineer's Certificate of Competency, a Full-time Employee will be reclassified to an entry-level Full-time Facility Operator. Part-time Employees will be reclassified to an entry-level Facility Operator role when they become Full-time.

Article 26 - PROTECTIVE CLOTHING

26.02 Safety Footwear

26.02 Employees required to wear CSA certified Safety Footwear shall be entitled to an allowance of one hundred percent (100%) towards the cost of one pair of such footwear every year to a maximum of \$150.00.

26.02.2 Employees required to wear CSA certified Class 1 safety footwear shall be entitled to an allowance of one hundred percent (100%) towards the cost of one pair of such footwear every year.

MENTAL HEALTH SUPPORTS

MAKE THE RIGHT CALL

2-1-1

RESOURCE HELPLINE

If you need help finding the right resource or service for whatever issue, at the right time.



9-8-8

SUICIDE CRISIS LINE

If you're having thoughts of suicide or are worried about someone you know.

9-8-8

Suicide Crisis Helpline
Ligne d'aide en cas de
crise de suicide

Albertans are continuing to navigate difficult challenges and tense circumstances during the COVID-19 pandemic, with increasing pressure mounting on workers and their families. If you or someone you know needs support, there are resources available. No one in our community should face these challenges alone. Please visit the Alberta Health Services (AHS) [Help in Tough Times](#) website or call 211 to find resources in your area.

waging ahead.

Lunch time Rally @ Danielle Smith's office in Medicine Hat



Collective Agreement Review

THE CALGARY BOARD OF EDUCATION & CUPE LOCAL 40

New & Changes in Collective Agreement

Article 17—GROUP BENEFIT PLANS

17.05 Health Spending Account

Effective January 1 of each year, the Board will contribute to the Health Spending Account and/or Wellness Account, as selected by the employee, an annual amount of eight hundred (\$800) dollars for each eligible employee covered by this agreement who are on payroll as at the first working day of the year. Eligible employees will be actively at work, on maternity leave, on paid sick leave, on Workers' Compensation or extended disability.

Contribution to the Health Spending Account and/or Wellness Account will be pro-rated for employees who occupy a position less than one full time equivalent (1.0 FTE) covered by this agreement who are on payroll as at the first working day of each calendar year.

The unused balance in an employee's Health Spending Account and/or Wellness Account will be carried forward to the extent permitted by law. Employees leaving the Board will forfeit any remaining balance in their Health Spending Account and/or Wellness Account.

* Wellness Account will not come into effect until January 1, 2025, communication from the CBE will be sent out in the fall.

Included in the bulleted list at the end of Appendix A:

The Employer will reimburse the annual renewal cost of Boiler Engineer Certificates for all Employees working in positions for which the Employee is required to hold this certificate.

Collective Agreement Review

THE CALGARY BOARD OF EDUCATION & CUPE LOCAL 40

ARTICLE 9 - HOURS OF WORK

9.01 The regular working hours for employees shall be forty-one and one-quarter (41¼) hours per week, eight and one-quarter (8¼) hours per day, all year except for the period specified in Clause 9.03. The basic rates of pay for these hours of work will be as specified in Appendix "A" of this Collective Agreement.

9.02 No employee shall be required to perform unpaid hours of work.

9.05 Any shift commencing after 3:30 p.m., or prior to 6:45 a.m., shall be paid for at the rate of eight and one-quarter (8¼) hours pay for seven and one quarter (7¼) hours work. Employees shall be entitled to at least an eight (8) hour rest period between scheduled shifts or the employee shall be paid as per Clause 11.01.

9.06 Employees shall be entitled to two (2) fifteen (15) minute paid work breaks for each full day worked, one before the meal break and one after the meal break, times to be designated by Management. Employees who are employed in a position with an F.T.E. of less than 1.0 shall receive one (1) fifteen (15) minute paid work break for each shift of three (3) to five (5) consecutive hours, and two (2) fifteen (15) minute paid work breaks for each shift of more than five (5) hours.

Employees shall receive one (1) fifteen (15) minute paid work break for each three (3) hour period of overtime worked in excess of their regular working day.



CONGRATULATIONS!

CLAY



Newly Elected



To meet Operational Needs:

Single Facility Operator schools

(schools with FO and Part time cleaners only) with bell times **before 8:30am** will have regular dayshift schedule at **7:00am - 4:45pm** (with 1.5 hour lunch break). Schools with bell times **after 8:30am** will have regular dayshift schedule at **7:30am - 5:15pm** (with 1.5 hour lunch break).

To meet Operational Needs:

REGULAR shifts for other schools

(more than 2 full time equivalent): Schools with bell times **before 8:30am** will have regular dayshift at **7:00am to 4:15pm**. Schools with bell times **after 8:30am** will have regular dayshift schedule at **7:30 to 4:45pm** (with 1 hour lunch break).

Start Time for Part-Time:

3:30 pm or 3:45 pm



GALA NIGHT - Local 40 "100 yrs. Celebration"



CUPE / Canadian Union
of Public Employees



Nominations & Elections

BARGAINING COMMITTEE

AFL FORUM

AEEC MINI CONFERENCE

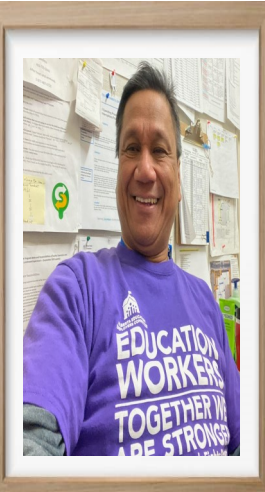
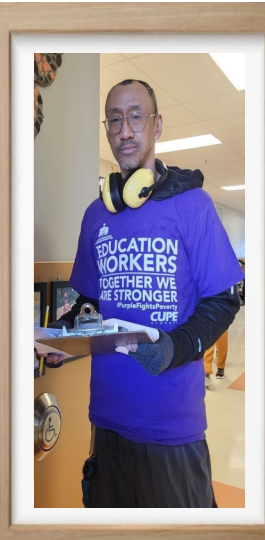
(May 24 to 26 - in Calgary)

Election and additional Nominations
will be at the
April 6th - GMM

Nominations will be accepted either through email @
cupe40election@gmail.com or through attending our
monthly General Membership Meeting. Election will occur
@ April 6, 2024 GMM .

#paintABpurple

WEAR IT PURPLE





WOMEN'S COMMITTEE

Hello Brothers and Sisters, March 8th 2024 was International Women's Day and I hope you all showed your support to a woman in your life. Our Centennial Gala went wonderfully well with great camaraderie, food, dancing and wonderful prizes. It was wonderful to see all the beautiful people dressed up and enjoying themselves.

April is a month full of wonderful days such as National Autism Awareness Month, April 7th World Health Day, April 9th Library Workers Day, April 9th National Hug your Dog Day, April 11 National Pet Day, April 12 National Day of Silence, April 22 Earth Day and April 30 National Adopt a Shelter Pet Day. Just to name a few.

Please Join the women's committee for future events that we are diligently planning for the brothers and sisters.

April 28

Day of Mourning

Remembering workers killed or injured on the job and those made ill from their work.

Mourn the dead.
Fight for the living.





Organizing for Power's

7 May-
11 June
2024

CORE FUNDAMENTALS

A weekly online training
for organizers worldwide

Registration open to groups of 10+

About the Program

Organizing for Power's Core Fundamentals is a skills-based training that takes place on 6 consecutive Tuesdays from the **7th of May until the 11th of June, 2024.**

Each session lasts 2.5 hours and runs twice for our global audience. Click the following links to find your local start time for [Track A](#) and [Track B](#) sessions.

Registration is free and open exclusively to groups of 10+ organizers, because we're only going to win if we're in this together.

The registration deadline is May Day (May 1), 2024, at your 12pm, wherever you are in the world.



APRIL
FOOLS'
DAY!



Wishing
you a
lovely
Easter,
warm
sunshine,
and the
beauty of
spring all
around
you.

CUPE 40 APRIL 2024



Autism Awareness Month
 Colorectal Cancer Awareness Month
 Multiple Sclerosis Awareness Month
 National Epilepsy Awareness Month
 Parkinson's Awareness Month
 Rosacea Awareness Month

Sun	Mon	Tue	Wed	Thu	Fri	Sat
	<p>1</p> <p><i>Easter Monday</i></p> <p>General Holiday No Work</p>	<p>2</p> <p><i>World Autism Awareness Day</i></p>	<p>3</p> <p>#paintABpurple</p>	<p>4</p> <p>INTERNATIONAL MINE AWARENESS DAY</p>	<p>5 Pay Day</p> <p><i>Lailatul Qadr</i></p>	<p>6</p> <p>General Membership Meeting @ 9am (In-person)</p>
<p>7</p> <p><i>World Health Day</i></p>	<p>8</p>	<p>9</p> <p>VIMY RIDGE DAY</p> <p><i>LET'S CELEBRATE</i></p> <p>NATIONAL LIBRARY WORKER'S DAY</p>	<p>10</p> <p>#paintABpurple</p> <p>INTERNATIONAL DAY OF PINK</p>	<p>11</p> <p>NATIONAL PET DAY</p>	<p>12</p> <p>JERSEY DAY</p>	<p>13</p>
<p>14</p> <p>Tamil New Year</p>	<p>15</p> <p>JACKIE ROBINSON DAY</p>	<p>16</p>	<p>17</p> <p>#paintABpurple</p> <p>NATIONAL CANADIAN FILM DAY</p>	<p>18</p> <p>NATIONAL HIGH FIVE DAY</p>	<p>19 Pay Day</p> <p>New Rates of Pay will be reflected on paycheques.</p>	<p>20</p> <p>RECORD STORE DAY</p>
<p>21</p> <p>WORLD CREATIVITY AND INNOVATION DAY</p>	<p>22</p> <p><i>Earth Day</i></p>	<p>23</p> <p>World Book Day</p>	<p>24</p> <p>#paintABpurple</p> <p><i>Administrative Professionals' Day</i></p>	<p>25</p> <p>INTERNATIONAL DELEGATE'S DAY</p>	<p>26</p> <p>INTERNATIONAL CHERNOBYL DISASTER REMEMBRANCE DAY</p> <p>LESBIAN VISIBILITY DAY</p>	<p>27</p> <p>Independent Bookstore Day</p>
<p>28</p> <p>DAY OF MOURNING</p> <p>WORLD DAY FOR SAFETY AND HEALTH AT WORK</p>	<p>29</p> <p>INTERNATIONAL DANCE DAY</p>	<p>30</p> <p>NATIONAL ADOPT A SHELTER PET DAY</p>			<p>MAY 3</p> <p>Retroactive pay will be paid.</p>	